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# THE CANADIAN RAILROADER

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## Beginning Another Chapter in the Political Story



Scene at the opening of Parliament on Monday, February 14. Arrival of the Duke of Devonshire, Governor-General, to formally declare the session open and deliver the speech from the Throne.

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# The Greatest Tragedy of the Road

## How Many Businesses Would Undertake to Protect a Dishonest Customer? The Viewpoint of a Detective Answered

By GEORGE PIERCE

(Article No. 6).

**R**AILROAD men will agree that the letter which has been written to us and signed "A Constant Reader," and which appears on the next page just as it was submitted, is the work of a man who has an inside knowledge of detective work. My object in reproducing it is to prove that we are willing to give publicity to the ideas of others even if we are not in accord with the views expressed.

I am free to admit that this is a many-sided question. The more light there is thrown on the subject the better will be the chances for reaching conclusions that will have a good effect when a remedy is sought for this vexing situation.

It is perfectly plain to me that the writer of this letter has had considerable experience in this branch of the service. His knowledge is so specific that no other explanation will fit the case. The document is of unusual interest to me because from my point of view it only serves to strengthen the conviction which I had formed, that there is a better method to avoid losses than by the use of the detective and law-court systems. The remarkable clean-up of the old "booze route" by the railroad Brotherhoods themselves, after the detective systems had signally failed, constitutes a demonstration which has convinced me of the inadequacy of the present system and the practicability and usefulness of a plan whereby the employees themselves, through the Brotherhoods, would bring forward remedial measures which the rank and file would wholeheartedly support.

In a later article we shall touch on the remarkable reforms brought about through the men themselves in the very dangerous liquor problem, when it was found that the reckless use of alcohol endangered the lives of the men. In the one instance the physical welfare of the individual was at stake. In the other the moral wellbeing is threatened. In the one instance it was death by violence, in the other it is death to honor by arrest and conviction. The same agencies that eliminated the perils of the former situation may utterly conquer the horrors of the present one, and who will say that the moral values are less than the physical ones? Apart from the value of the goods of this world represented in this issue, the greatest loss is the moral loss. The loss to the whole social fabric, the irreparable loss of the uprightness and the honesty of men—the loss of the morale of the service—is the serious thing. The loss in merchandise, the loss in money values, vital and important though they may be, are as nothing compared with this blighting, withering destruction of the honesty in the souls of men who have always been rigidly honest.

I note that in discussing "short-faring," the writer admits that "the passenger is almost invariably in collusion with the conductor and possibly and probably did, in the first place, make a proposition to the conductor." And in the third section, discussing the holding out of tickets, he agrees that the ticket is sold to "some friend or acquaintance" at a reduced price. A little further on we come to this astonishing sentence: "There is no use blaming the passengers; they are our customers." To put the matter bluntly, then, the inference is that no matter how big a

crook a man is he should be immune from punishment as long as he is a customer. It is held, of course, that a railroad customer is a very different kind of customer from any other customer, because the slightest examination will develop that if this theory were put into practice in the ordinary channels of business, we would rock commerce to its foundations. As an example, let us say that a train had reached a stopover point and that some of the passengers were intent upon doing a little shopping. They saunter into the first large department store in the city and begin inspecting the goods on sale. When a desirable and expensive article is spied, the customer proceeds to dilly dally with the clerk, and the following conversation ensues:

"Very pretty dress this. What's the price?"

"\$65.00" comes the answer.

"Well, well!" purrs the busy little customer. "I have a proposition. Here's \$5. Make out the bill for \$40. and wrap it up. The boss is out at lunch."

Now, according to our correspondent, this customer should be entirely immune from punishment, and the reason for the immunity is merely that he is a customer. If you wish to appreciate the full humor of the situation, let us imagine that the saleslady reports him and that the business manager of the institution immediately takes charge. The arguments for defence would be highly amusing. They would run something like this:

"Why, my dear sir! I have just stepped off a railway train belonging to one of the greatest transportation systems on earth, and you may imagine, my dear sir, that they understand business morals and business procedure. If this were not so do you imagine that this transportation company would be as great and as powerful as it is?"

The store manager would probably interrupt to know what all this had to do with him, and the customer would proceed to explain.

"Do you understand that we travellers who are customers of the railroads are allowed to board a train and if we can make a little deal with the conductor we are that much ahead? Of course, if the conductor gets caught he has to suffer the consequences, and that is very sad, but, heavens alive, man, the railway companies never think of arresting a passenger! Why, a passenger is a customer and as customers we claim immunity. It's against the policy of the road to arrest us, and the detective department is absolutely opposed to it."

I can imagine the reply of the store manager, which would be something like this: "We don't care a tinker's darn what the railroads do about it when they allow you to prowl on board their trains, but if you come into this store to steal we don't want you as a customer and we will arrest you the instant you dip your fingers into the 'honey' or attempt to bribe one of our employees, and in so doing shatter the discipline and morale of our organization which we have been many years in building."

I will leave it to the readers to determine for themselves whether our correspondent was correct in saying that the suggestion to prosecute the passengers is impracticable merely because they are customers.

*The letter of the agent referred to in this article is on the next page.*



## Private Detective's Impression of The Greatest Tragedy of the Road

January 31st, 1921.

The Canadian Railroader, Montreal,  
Dear Mr. Editor:—

Having read with interest your articles entitled "The Greatest Tragedy of the Road," dealing with the practice of "Knocking-down Fares," and being in sympathy with your campaign to eliminate this practice (which is in the nature of a two-edged sword), I venture to state the situation, as I see it, without prejudice or favor.

The Canadian railways lose, let us say, six or seven million dollars annually, through these depredations; and the conductors as a class are receiving a great deal of unwelcome publicity, which is undoubtedly detrimental to their best interests.

The railways, in common with other industries, have a definite interest in the position of representative organized labor, which is now recognized as the strongest bulwark against extreme radicalism, and any condition which tends to undermine the position of such a powerful organization as the B. R. C. is also an undesirable condition from the railways' viewpoint.

The railways also lose a number of experienced and competent operating men—years of training being wasted.

Admittedly, the situation is serious, and the condition existing must be faced squarely—no useful purpose can be served by preserving an air of innocence, pretending not to see a condition which not only exists, but which is very prevalent. All railroaders are conversant with the situation, as are also, most passengers who travel a great deal; the general public throughout the country has also received a certain amount of enlightenment on the subject through the press.

The practice under consideration may be divided into three sections (with many variations):—

1st. "Cash-Faring"—in which case the conductor demands and receives the full regular fare from the passenger, omits to give a receipt (O. F. R.), and fails to turn-in the cash received to the company. The passenger in this case does not benefit in any way, and there is not, as a rule, any collusion on his part.

2nd. "Short-Faring"—in this case the conductor accepts a portion of the regular fare (generally two-thirds) from the passenger, and fails to turn-in cash received to the railway. The passenger is almost invariably in collusion with the conductor and possibly and probably did in the first place make a proposition to the conductor.

3rd. "Holding out tickets"—in this case the conductor collects the ticket from the passenger, turns away without punching the ticket, which he omits to turn in with his collections to the railway. He afterwards disposes of the ticket at a reduced price to some friend or

acquaintance, or to some "Go-between." The passenger from whom the ticket was originally collected probably has no knowledge of the transaction.

We have all heard the story of early railroad days of the conductors throwing the bills which they received for cash-fares to the roof of the car and any bills which hung on the bell-cord were turned into the company, the bills which came down being retained by the conductor.

The private owners of an American railroad, being operated by the U. S. Railroad Administration during the war, made a very thorough investigation into this practice during the period of Government control (when it was advertised that all secret men had been discontinued) and they estimated the railway lost 30 per cent of passenger revenue.

The practice of "Cash-faring" and "Short-faring" is not quite as popular as it was, the system of holding-out tickets being favored at the present time, as less liable to detection, and as cash is not received on the train and ticket is presented by passenger, it is more difficult for the railroads to secure convictions in the criminal courts.

Now to consider some of the Criminal factors:—

Conductors cannot differ, as a class, mentally or physically from other men; neither can there be, as a class, any defects of heredity, educational defects, etc. There is, however, the inclination (common to most human beings) "to acquire something for nothing," or "to get rich quick," which inclination some restrain through moral dignity, some through fear of consequences, others are prevented by the very system under which they work, which does not permit of continued irregularities.

Also the following external factors:—

- (A) The ease with which the theft can be effected.
- (B) The comparatively small risk of punishment owing to the attitude of juries, and the attitude and sympathy of the conductors' own associates.
- (C) Temptation by passengers who "know the ropes."

It seems only fair to assume that persons who are not working under similar conditions, and who are not subject to equal temptation with as little risk are not in a position to know exactly what they themselves would do under parallel circumstances.

Having thus outlined the situation, consideration may be given to the possible solution:

There is no use blaming the passengers, they are our customers. You quote an amendment to the Criminal Code which provides for a heavy penalty for passengers who



HON. W. R. ROLLO,  
Minister of Labor in the Ontario  
Government.

"dicker" with the conductor, and you suggest that the railroads should prosecute passengers offending in this manner, but if you will consider for a few minutes the difficulties in the way of making such a prosecution before the criminal courts (corroborative evidence and so on), I believe you will readily see that such a course is impracticable. With regard to the suggestion that wholesale publicity should be given to this act to prosecute passengers; it appears to me that such action would put the railroads and railroad men in a very peculiar position—they would be threatening their customers with prosecution for a transaction in which the railways and their trusted agents are the principals.

Neither can any useful purpose be served by abusing the "spotter." The private detective who engages in the detection of auto thieves, burglars, sneak thieves, or other criminals who prey on the general public (to whom the criminals feel they are under no particular obligation) is regarded with favor; but when the same man gives his attention (in the only way possible) to those who steal from their own employers, he immediately becomes a detestable "spotter." As a class the private detectives used in the prosecution of conductors have shown themselves to be of more than average integrity in spite of severe cross examinations they have been subjected to by lawyers for the defence, and in spite of the fact that various powerful underground influences have been used to affect their actions and evidence—the exception proves the rule. They are sometimes condemned for cultivating their "subjects" in gambling dens, etc., but that is because the "subjects" do their "dickering" in such places. It must be evident that no man who is known to be a member of the railway police or audit departments can have any chance of detecting actual cases of irregularities in the handling of passenger tickets or cash fares. Any man who

is known to a member of any train crew is useless for the purpose of checking up train collections, hence it is necessary to use a very large number of different men who can be moved to other parts of North America as they become known. Experience has shown that the conductor who steals cash-fares or who "holds-out" and sells railway tickets will not, as a rule, deal with any person unless he is acquainted with him, or unless he has a recommendation from some other "client." Therefore, it is practically an impossibility to make even one concrete case against the conductor, either for the purpose of criminal prosecution or even for dismissal, without the use of a private detective who is not known to the railway world. (Do not worry about the spotter tempting the conductor for the first time and thus being the cause of his down-fall, this practice is too prevalent for the private detective to have started it, and when he starts checking up a conductor you may rest assured that the railway has mighty good reasons for paying good fees to a detective agency).

This practice, which you so roundly condemn, can, I believe, be greatly reduced by the railways themselves, providing they have the whole-hearted co-operation of the B. R. C.—the railways by instituting a persistent periodical check of every train by crews of "checkers," not known to railway employees, in this way endeavoring to create a condition of serious risk.

The element of "risk" is vital—the average passenger conductor does value his job, and if he is faced with a reasonable certainty that he will be detected, in say six or twelve months, and eliminated from the service, he will in most cases weigh the "risk" against the gain and like many in other callings (who are regulated by cash-registers, sales-slips, price-tags, etc.), decide that the risk is too great.

If, however, the B. R. C. sympathizes with offending conductors, or condones this offence (by getting offenders back in the railway service), they will, as the courts are in many cases doing, be merely encouraging their members to operate on an even greater scale than they are at present doing, but if the B. R. C. will co-operate with the railways as to ways and means of eliminating offenders from the service on production of reasonable proof, this practice could be reduced to reasonable limits in the course of a few years, to the financial benefit of the railways, and many railroaders will avoid "The Greatest Tragedy of the Road."

Yours very truly,  
A CONSTANT READER.





## OUR LONDON LETTER

## Shall British Workers Be Cheated On Railroad Control?

(From our own correspondent).

London.

IT is generally recognized that the next serious fight in railway industrialism will be on the question of whether the workers shall have a share in control.

Until the managers declared definitely against the principle, the unions indulged hopes that when the new Ministry of Transport Bill is introduced, probably next session,

the line followed would be that given in the White Paper issued on the subject. They built on the sentence, "The Government is of opinion that the time has arrived when the workers — both of-

officials and manual workers — should have some voice in the management."

It was foreshadowed that the board for each of the six or seven groups into which it was proposed the railways should be divided should be composed of representatives of shareholders (who should form a majority) and of employees (of whom one third might be leading administrative officials and two-thirds elected from and by railway workers).

The latter privilege is now deemed to be in danger on account of the opposition of the railway-owning interests; and the Locomotive Engineers and Firemen and the Railway Clerks Association, who consider themselves the two "key" sections, recently issued a rejoinder to the companies. The National Union of Railwaymen is not associated with the statement, but is equally determined to work for representation.

"The workers," states the memorandum, "whose expert training constitutes practically all their capital, have embarked this in the railway business and their capital has claims to be safeguarded certainly no less than the pecuniary capital supplied by the shareholders."

"The unions do not consider that merely advisory bodies can render the most useful service. The White Paper does not indicate if, and to what extent, the present boards of directors are to be retained, but the unions assume that, in the interests of economy, they will be dispensed with. Their functions in the past have been mainly directed to formulation of policy and not to intervention in questions of management, and they will have no further utility."

The unions share the view of the Railway Companies Association that the existing government control of

the railways and its guarantee will require to be continued until a reorganization scheme can be put into operation. This, it is considered, has become necessary because of the way in which the railway situation has been allowed to develop.

In the view of the two unions, if the White Paper scheme is carried into effect, the first consideration of the existing boards will be to secure amalgamation on the most favorable terms. It is clearly laid down in the Government proposals that each new group would absorb the smaller and independent broad gauge lines within its area, and on this head the memorandum states that it is conceivable that the interests of the shareholders of the smaller companies may suffer in consequence, "since under the threat of compulsory amalgamations they may be forced into arrangements from which they might otherwise dissent, and the holders of the lower stocks in the larger undertakings may also not be able adequately to protect their own position."

It has been intimated by the companies, in regard to this aspect of the question, that costly litigation might arise (amounting, according to some experts, to hundreds of millions sterling). In the opinion of the unions, the Government, by taking the step of acquiring on equitable terms all the shareholders' interests by direct purchase, would save all this friction and the enormous expense which would be involved.

This, of course, points to nationalization, which is the ultimate goal of all the railway unions, but in the meantime they desire that "the better methods of dealing with questions affecting wages and working conditions, which have been set up under the aegis of the Ministry of Transport, shall be continued and improved in the light of experience."

The attitude of the other and larger union, the N. U. R., was emphatically described to me by an of-

ficial of that organization. "If we get into the Bill," he said, "all will be well. If not, there will be trouble — and it will come about August or September. But there will be a good deal of campaigning before then, probably even before the Bill is introduced."

In addition to the growing volume of unemployment, the workers of Britain are threatened with a mass attack on existing wages.

The cost of living is falling. On January 1st the average level of retail prices of all the commodities included in the statistics prepared by the Ministry of Labor (including food, rent, clothing, fuel and light and miscellaneous items) was 165 per cent above that of July, 1914, as compared with 169 per cent on December 1st.

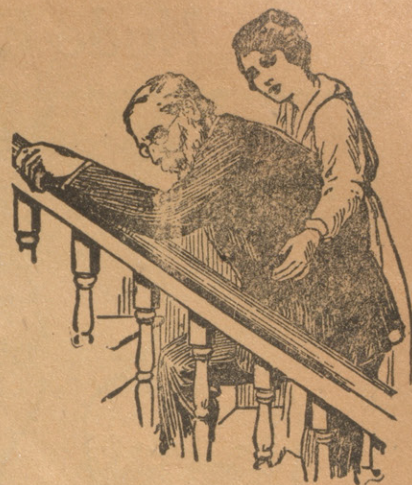
The decrease during the month was mainly due to reductions in the prices of several of the principal articles of food and in the prices of clothing. For food alone, the increase on January 1st over the level of July, 1914, was 178 per cent as compared with 182 per cent on December 1st.

The downward movement has thus begun at last, and all the indications are that it will continue. A number of price reductions that have actually taken place do not figure in the returns because they did not operate until the beginning of this month and the official figures only cover December.

There are, for instance, the reductions in the prices of sugar, butter and bacon. These will not be shown until next month's returns are available, and the experts prophesy that the index figure will then be considerably lowered.

The question that immediately arises, is how the falling cost of living will affect wage standards. Employers are crying out that wages must come down but not without a great deal of difficulty and many disputes.

Outside the Civil Service there are only two large unions whose wage rates are directly governed by living costs—the National Union of Railwaymen and the cotton textile people. The railwaymen's wages will not be affected until the March figures are published.



## "My Back Is So Bad"

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Labor will, of course, have to face the fact that a large proportion of the wage increases won during the past few years have been almost solely because of the rise in the cost of living. In other cases unions have been reduced to discuss what they called "the fodder basis." Every Labor leader of repute has consistently urged that the thing to accomplish was to bring prices down rather than to force wages up.

Months ago the parliamentary committee of the Trade Union Congress appointed a special committee to investigate the prices-wages question and to prepare a general policy for the very circumstances that are now shaping themselves. That policy is not yet forthcoming, but is expected almost immediately.

Many of the trade union leaders have realized the absolute need for wage stabilization if industry is to recover.

At the same time, the outcry by the employers that production costs must be lowered leads inevitably to the rejoinder that profits must be cut as well. On that heading they are characteristically silent, but Labor is not going to allow the matter to rest.

—Ethelbert Pogson.



Lloyd George and Bonar Law are having their little troubles. Lloyd George says he does not mind the political criticism, of which the above is a specimen from "John Bull," but he fears the possibilities of the rumbles in social and international affairs.



## Nude Ears Latest Social Calamity Threatened



(By Kennedy Crone).

ACCORDING to latest advices from the centre of fashion, wherever that is — Senegambia or Siam, or some place like that — female ears are again to be shown in a nude state, or in that semi-concealed state which most moral experts agree is more demoralizing to male persons than complete exposure. The barefoot dancer, say the experts, may have nothing on in one sense, but in another sense she has nothing on the dancer with the black silk stockings.

What, I ask, is the world coming to? What, tell me, is the great Muddle Class going to do about it? So far the great Muddle Class seems to have been exclusively engaged (if you believe the papers) in the game of being ground between the upper and nether millstones of Capital and Labor. I protest against this greedy monopoly of the grinding business; I think the Muddle Class would be better occupied if

some of its efforts were directed to one of the most serious problems of the age—Shall females be permitted to expose their ears?

For some time female ears have been modestly concealed from the public gaze. There have been different schools of thought as to the manner of concealment, but there has been unanimity on the principle that the hair should cover the ears. For instance, there has been the cootie garage or hornet nest variety, highly favored by flappers, flippers and floppers. Then there has been the popular frankfurter effect. Many other females have sworn by the draped curtain mode, while small sects have been pledged to nonconformist ideas of various sorts. All females, however, including the most indecent of them, have united in covering the ears as a matter of common decency.

Now the country is in peril of a reversion to barbarism in the form of nude ears. Short

skirts and low-neck dresses are bad enough—but think of ears being wantonly exposed!

Of course, there are sly apologists for the dreadful affair; be not deceived, my friends, by the plausible phrase and the pernicious propaganda. It is claimed, for example, that poets will once more be able to warble about the fair lady's shell-like ears; not having seen the ears for a long time, the warble has become a bit creaky on its hinges. A shell-like ear that had not been washed since the hair was yanked over it might require a bit of excavation; goodness knows what antiquarian discoveries might be made. By the time the shell-like ear was thoroughly exposed the poet might feel more like wilting than warbling. At anyrate, compared to the loss of moral tone involved in the exposure of ears, it is a matter of minor importance whether a poet warbles or not. As a matter of fact, some poets inspired by feminine charms would be

none the worse of having their warbles drawn by the dentist.

Another apologist for the new menace claims that females with nude ears will hear more clearly. Most females, especially wives, already hear too much. Anything that will permit them to hear more is liable to ruin many a comparatively happy home.

There might be, possibly, something in the argument that a stenographer with nude ears would better hear the boss's dictation, although I personally doubt the value of such a change, because in numerous cases the greater capacity for hearing would only give greater scope for errors.

No; all things considered, I feel that the nation is in great danger, mentally, morally and physically, if female ears are to be exposed. If no one else will do it, I shall have to consider circulating a petition for federal prohibition of ear exposure. Will you sign it?



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## Railroad Gauntlets

FIT WELL

LOOK WELL

WEAR LIKE IRON

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# An Outside Viewpoint of the Railroad Struggle in United States

(The Survey, New York).

A CONFLICT, national in its scope, is being waged between the railroad officials and the transportation unions. It is a curious spectacle. A year ago, Congress, through the Transportation Act, attempted to lay the basis for peace in transportation. An elaborate system of industrial justice was planned. A special board to adjudicate questions which arose between the railroad officials and their employees was set up. The ink on the Transportation Act had hardly dried before the country was in the throes of the so-called outlaw strikes which were conducted last spring largely by railroad yardmen.

The board planned by Congress had not then been appointed. Its first act was to deal with that controversy. During the summer, an important wage increase was allowed the railroad employees and an equally important advance in railroad rates was ordered by the Interstate Commerce Commission in order to provide the funds for these higher wages. During the fall when industry began to slacken, the receipts of the railroads became less. Despite the higher rates, their financial condition began to cause alarm.

Then the railroad managers began to attack the labor provisions of the Transportation Act. Last spring when the law was passed one of the prominent spokesmen of the railroad interests stated that the railroads had got substantially everything they wanted in the Esch-Cummins law. At that time, and for some months later, the railroad unions, on the other hand, bitterly assailed the Transportation Act. Now, by the trend in conditions the railroad managers are attacking the settlement made last spring while the union leaders find themselves in the position of defending a system which so short a time ago they regarded as obnoxious.

The present situation is complicated. While the railroads were under federal control, a system of national agreements between the railroad administration and the representative unions was created. The Transportation Act seemed to make possible the continuance of these agreements.

When the "open shop" campaign reached large proportions, during the autumn, a number of outside bodies began to intervene. Among others, the Illinois manufacturers protested against the organization of adjustment boards between the railroads and the unions. The railroad labor situation became a part of the "open shop" campaign, although many other factors were operating. On December 31, the Pennsylvania Railroad Company which had been prominent in the controversy announced the formation of a working agreement between the management of that road

and its engine and train service employees. A part of the significance of the agreement lay in the fact that while the unions were seeking national agreements the Pennsylvania Railroad System actually established an adjustment compact effective only on its own lines.

The machinists filed a statement with the Interstate Commerce Commission alleging that the railroad companies had made contracts with the outside equipment companies for repairs on locomotives and freight

wages. On January 27, the Atlanta, Birmingham and Atlantic Railroad sought authority from the United States Railway Labor Board to reduce the wages of its employees. The Labor Board ruled that the railroad had no status before it, inasmuch as under the Transportation Act the company could make an appeal only after the employees and the management had failed to reach an agreement. At the same time, the board fixed February 10 as the date to hear the case on the presumption that the railroad would by that time have complied with the requirements of the law, by seeking to negotiate a new scale of wages with its employees. The next day



The Argument Between the Railroad Employers and Employees as Seen by the St. Louis Star.

carriers at excessive costs. The unions charged that the railroads were deliberately giving their repair work to outside companies at extravagant costs. They stated that this was done as a part of the "open shop" campaign. Machinists in these outside companies did not work under conditions which obtained in the railroad repair shops. Their argument was that the railroads were willing to pay high repair charges in order to break down the agreements which the railroad machinists had obtained. The interstate Commerce Commission had, even before the machinists filed their charges, begun an enquiry into the conditions under which railroad repair work was being done. That inquiry is still being pursued although so far no public hearings have been held.

Late in January, the Association of Railway Executives began publicly to seek a reduction in railway

it was announced that the American Association of Railway Executives were seeking to readjust wages and working conditions with a view of cutting from \$400,000,000 to \$500,000,000 from the pay roll of the railroads of the country.

The situation became more tense when, on January 31, W. W. Atterbury, vice-president of the Pennsylvania lines and the spokesman of the Labor Committee of the American Association of Railway Executives, asked the United States Railway Labor Board to abrogate the national agreements between the railroads and their employees. Mr. Atterbury said that the railroad situation was so urgent that he could entertain no proposal of conference with employees. He estimated that a reduction of \$300,000,000 a year in operating expenses could be obtained by overruling the existing agreement and restoring the status of December 31, 1917. Failure to act promptly,

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ly, he argued, might force some lines into bankruptcy. He said:

The Labor Board can prevent this catastrophe by declaring that the national agreements, rules and working conditions coming over from the war period are terminated at once; that the question of reasonable and economical rule, and working conditions shall be remanded to negotiations between each carrier and its own employees; and that, as a basis for such negotiations the agreements, rules and working conditions in effect on each railroad as of December 31, 1917, shall be re-established.

Immediately after hearing Mr. Atterbury's demand, the leaders of seven railway unions telegraphed President Wilson asking that the Interstate Commerce Commission make an investigation into railroad finances and urging that if Mr. Atterbury's statement were found to be true, the matter be put before Congress and that legislation to remedy the situation be sought.

In their telegram to the President, the union leaders charged that the transportation system of the country is controlled by the New York banking group, and that for selfish reasons inefficiency and inflated costs were encouraged. The purpose of this, according to the unionists, was to gain further opportunity to exploit railroad properties. Thomas De Witt Cuyler, chairman of the Association of Railroad Executives, immediately followed with a telegram to President Wilson, in which he characterized the charges made by the unions as "propaganda intended to discredit private management of railroads in the interests of the Plumb plan." Mr. Cuyler denied the charges.

The President in telegrams, both to the railroad executives and to the union leaders, insisted that the issues raised must be heard by the Interstate Commerce Commission and the Railroad Labor Board in accordance with the terms of the Transportation Act.

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# The Canadian Railroader

WEEKLY

The Official Organ of

The Fifth Sunday Meeting Association of Canada

ORGANIZED SEPTEMBER 1916

Incorporated under Dominion Letters Patent.  
April, 1919.

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GEORGE PIERCE, Editor

KENNEDY CRONE, Managing Editor

## Industrial Espionage

SOME time ago an editorial in the Railroader dealt with the seeming futility of pledges of secrecy to be observed in relation to proceedings at union meetings. It was argued that they were no protection to the union, and, possibly, a real danger, because they sometimes inspired a feeling of security that did not exist. A leading Railroad Brotherhood officer said the other day that he had not often known "a unit large enough to be called a meeting and small enough to exclude a spy." The employer's spy is nothing new in Canadian unions, and most union officials of experience reckon on his presence at meetings whether or not they have him personally identified. Often the spy is an employee known as the "boss's man." The professional spy, supplied by an agency making a specialty of anti-union work, betraying the workers, stirring up trouble within the union, engaging in strike-breaking, often fomenting trouble with the employer in order to justify his, the spy's, continued employment, is not such a common type in Canada as in the United States, where he has come to be something resembling a national menace.

The New Republic, New York, has been making a survey of industrial espionage, and is publishing a series of articles on it. In the introduction it says:

"To any one who sincerely believes in a co-operative spirit between labor and capital, to any one who gives more than lip service to the American ideal, this vast, intricate, insinuating system of bad will, provocation, corruption and violence is an intolerable obstacle to industrial peace. The evidence here given is complete enough; it rests on sufficient documentary evidence, to call for federal investigation of the whole business, followed by strict legislation against the practice."

Following are illuminating extracts from the first article:

"It is most amazing of all that employers should have thought it profitable. But the scale of organization of industrial espionage stifles any doubt of its scope. Only a tremendous clientele can justify it. It operates through the secret service departments of great corporations; the railroads, the United States Steel Corporation, the Western Union Telegraph Company and like corporations. It operates through the spy services of employers' associations; The National Erectors' Association, The National Manufacturers' Association, The National Founders' Association. Strike insurance companies maintain spy services. And, finally, a dozen vast detective organizations with branch offices in every manufacturing centre, together with hundreds of smaller local agencies, devote themselves exclusively to training and furnishing industrial spies, agents provocateurs, and strike breakers. It would be interesting to know how many men the business employs. One can only guess at thousands."

"These industrial detectives prefer, nowadays, to be known variously as 'Harmonizers and Conciliators,' as 'Service Corporations,' as 'Engineers—Commercial, Financial and Industrial.' The original Pinkerton first discovered the possibilities of the detective in industry, and himself put agents to work in the long defunct Knights of Labor. Almost to a man the industrial detectives are one-time criminal detectives. Mr. Coach of Cleve-

land explains the change tersely. 'There's more money in industry,' he says, 'than ever there was in crime.'

The Pinkerton National Detective Agency carries on the industrial work of its founder through thirty-five branch offices. The machine guns of Baldwin Felts fight the unions of Colorado and of West Virginia alternately. The Corporations Auxiliary Company, masquerading under a dozen different names, specializes at electing its agents to union office (as in Akron) and issues to its clients a bi-weekly bulletin of labor information gathered by under-cover methods in every state in the country.

The Thiel Detective Service Company, very old and very well established, furnishes spies to factories from the smallest Paterson silk plant to the immense producing organization of the Pierce Arrow Motor Car Company. William J. Burns maintains thirty-five branch offices, industrial and radical departments, and collects numerous thousands.

"Mr. R. J. Coach of Cleveland, who 'owns every union in his town,' will not admit that he has ever failed to crush a union and has, in at least one case, put ten thousand strike breakers into a single strike. Bergoff Brothers and Wadell of New York claim that they can raise the same number in seventy-two hours. Mooney and Boland in Chicago, the Gorton National Agency of the same city, do business broadcast. Any city will list a dozen smaller corporations dedicated to the same service."

"Last, and, perhaps, most important, The Sherman Service Inc. buys pages of the New York Times to proclaim its doctrines of harmony in industry, has its employees exempted from the military draft, admits of no competitor, supplies its agents to the modest laboratories of Thomas A. Edison and to the hundred mills of the American Woollen Company, and pays, in a single year, an income tax of \$258,000."

—Kennedy Crone.



OLD GROUCH says: "What's the sense of gettin' all het up about a few landlords? I only wish there wuz a million more landlords".

## Inequality of Sentences

THE inequality of sentences passed in the higher criminal courts is a matter that is exercising the minds of many people who watch the newspapers at the present day. Perusal of the Criminal Code reveals the fact that it is a much more serious offence to rob a man of a few dollars than to knock him down with an automobile on a public highway. The latter offence is punishable by two years imprisonment, while robbery renders the aggressor liable to fourteen years imprisonment. A case has come to light at Quebec, where a cab-driver named Alexandre Minguy, has been sentenced to fifteen years in St. Vincent de Paul penitentiary for robbery, with violence, the amount being fifteen dollars only, and the injuries to the man being very slight. The circumstances were that Minguy was engaged to drive his client to a house of prostitution one night, and there was a dispute about the fare, whereupon Minguy beat up his man to some extent, but by no means seriously, and helped himself to the amount named. The offence of beating up a man cannot be condoned, nor that of taking a few dollars; but there should be some sense of proportion in punishment. Jabez Balfour, the man who ruined hundreds of families by his misappropriation of a building society's funds, only got fourteen years, and the manager of a Canadian bank had a somewhat similar sentence on a case that involved thousands of dollars. This Quebec case has been appealed to the Supreme Court of Canada, but has been upheld, although three judges expressed the opinion that the sentence was unduly severe. The sentence was imposed by Mr. Justice Desy.

What is needed is either an appeal court or a review court. At present appeal can only be upon fault in the process but not upon the sentence itself. In some countries there is a system of review, in which the question of the sentence itself can be called into question. In the case of Minguy, a number of friends have sent in a direct petition to the Governor-General, asking for remission of the sentence, and this has been signed by several priests, as well as well-known citizens. Another petition is being signed in Montreal.

Caedmon.

## A Homeopathic Hell

WILBUR Glen Voliva, overseer of Zion City, Illinois, vouches for a homeopathic hell. Voliva is the man who swiped the mantle of Elijah from old man Dowie, founder of the Dowie Disciples, and of Zion City, their earthly stopping place. There was a scrap in the process of transferring the mantle, and no doubt the garment is the worse for wear.



Voliva lacks nothing of his predecessor's skill in furnishing heat to the wires of the Associated Press. His latest hot stuff is straight from the griddles, or so he says. He claims that he has received a batch of helligrams. He does not say how he formed the acquaintance, and, in the absence of explanation, he is liable, like other men, to be judged by the company he keeps.

The helligrams state that sinners are to be served with large doses of their own sins. The cigarette smoker will be locked up with a million cigarettes or so, the drinker will be placed in a natatorium of whisky, and the pipe smoker will float in a vat of tobacco juice. One wonders what will happen to the bigamist. Will he be put in a harem? And what of the profiteer? Is he to be gorged with profits? Will he, in other words, profiteer and eerafter?

What punishment, too, is in store for Volivas who are cocksure about their passports to a reserved seat on the edge of a cloud, with a check for a harp, and equally cocksure about the destination, in an opposite direction, of everybody else?

The helligram service apparently has a lack of reporters, and that is puzzling to a lot of editors.

—Kennedy Crone.

### That Tale About Bricks

MUCH anti-union capital has been made out of a tale that the bricklayer who used to lay 1,500 bricks a day now lays only 500 bricks a day. The only foundation is a small incident arising out of a building contract in England more than a year ago. Some bricklayers on the job were working at top speed and the local union decided that to spin out the work their speed should be considerably reduced. Whether this "ca' canny" policy was a right one or not is open to debate, but even if it were wrong, it has been grossly misleading to magnify the action of one small union into a matter of international application. It is comparable to the recent effort to convey the impressions that the half million miners of the United States were bounteously paid because Paddy Somebody made over \$100 a week, one week, or to the trick of taking the top-notch railroader's pay and from that creating the assumption in the public mind that railroaders as a class wear silk shirts and ride around in tin lizzies. If laborists were to take isolated examples of, say, the brutality or unscrupulousness of employers, and on them build up a popular impression that these were typical of the whole employing class, what a howl there would be!

There has been no concerted "ca' canny" in the bricklaying unions in Canada, though many careless statements to the contrary have been made. In the last few years there has been some reduction in the number of bricks laid per day by the tradesmen, but that is due almost wholly to the fact that better bricklaying is being done. Prior to the war the building business was booming. Houses and other constructions were being rushed to completion. There were not enough bricklayers to go around and contractors were hustling the men into scamped work and jerry-building. More bricks were being laid but not so well and truly laid as now, when building has decreased, when more labor is available and when buyers of buildings are more particular as to the quality of the work. The average number of bricks laid by a bricklayer to-day is nearly 1,500, or perhaps about 500 less per day than before the war. Roughly speaking, the bricklayer is laying carefully three brick a minute as compared to the four bricks a minute he used to lay hastily and less efficiently.

—Kennedy Crone.

"Ah shuah does pity you," said a colored pugilist to his opponent as they squared off. "Ah was bohn with boxin'-gloves on."

"Maybe you was," retorted the other; "and Ah reckon you'se goin' to die de same way."

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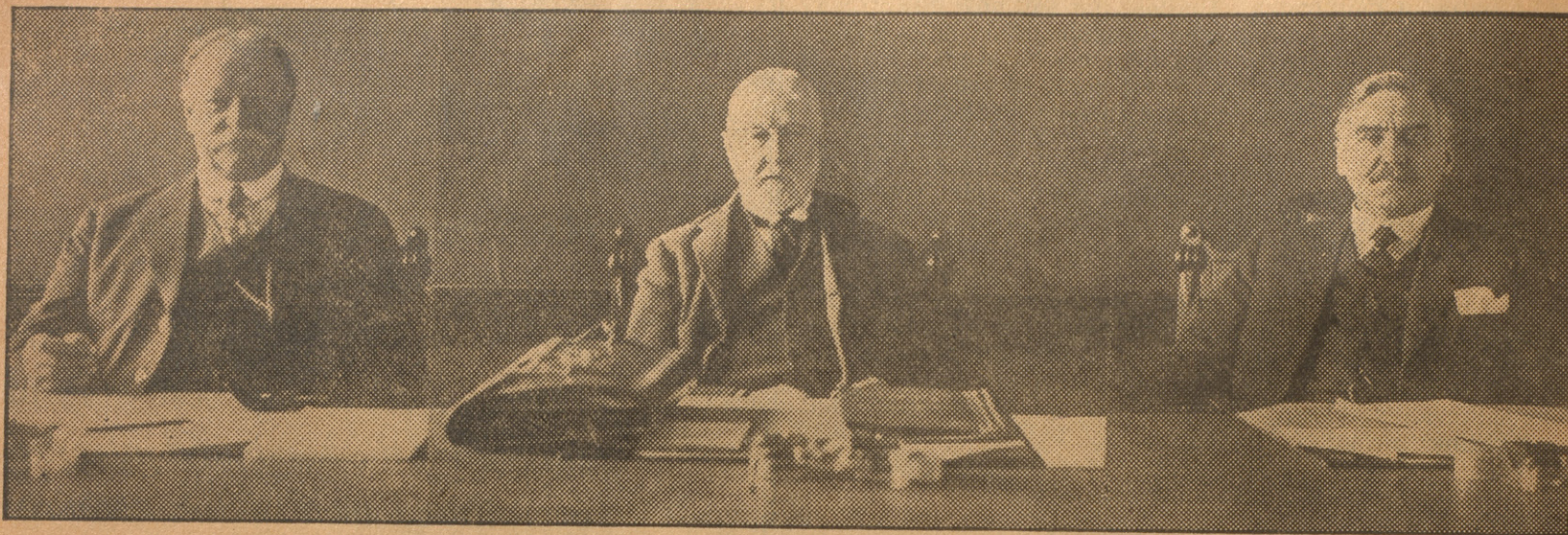
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## Arbitration Board To Decide Grand Trunk Affairs



This photograph was taken when the G. T. R. Arbitration Board opened its work in Montreal last week. In the centre is Sir Walter Cassels, judge of the Exchequer Court, Chairman of the Board on the left is William Howard Taft, representing the Grand Trunk; and on the right Sir Thomas White, representing the Government.

—British & Colonial Press.

## Labor Congress Submits Plans to Government

Programme Includes Eight-Hour Day and Unemployment Insurance; Guards on Immigration; Repeal of Bill for Deportation of British-Born Canadian Citizens.

THE eight-hour day, unemployment insurance, restriction of immigration and the repeal of the bill providing for the deportation of British-born Canadian citizens are among the important points included in the legislative programme of the Dominion Trades and Labor Congress which was forwarded to Premier Meighen and members of the Federal Cabinet on February 8 by Tom Moore, Congress president.

More, Mr. Moore has indicated to Premier Meighen that the congress executive would appreciate a meeting with the Cabinet to discuss the proposed legislation.

The Trades Congress asks unemployment insurance based on the creation of a federal fund, from which payments may be made to unemployed and under-employed persons, and suggests that the fund be raised by assessment on the pay-rolls of undertakings where the workers are covered by such insurance. This would be in addition to Dominion and provincial grants.

The labor proposal lays down that payments should not only be made to unemployed persons, but to those employed under 75 per cent of their regular working hours, and that employers should not be allowed to discharge their employees without due notice to the Employment Service Council. Further, the congress demands that employers should not be allowed to discharge workers until their working hours have been reduced to at least half of normal. This phase of the labor proposals also includes provision for old age pensions and state insurance for sickness.

"In renewing our request for the repeal of Bill O, 3," says the labor programme, "we wish to express our

appreciation of the efforts made by Senator Robertson last session to have this measure repealed by the Senate." This bill makes it possible to deport British-born Canadians, while relieving European nationals from such action.

In asking for the establishment of a Central Empire immigration board, the congress scores "the continual misrepresentation by booking agents and other interested parties in Great Britain as to conditions and opportunities in Canada." The congress asks the Federal Government to secure the co-operation of the British Government in this step and provide for labor representation on the board. The congress asks legislation abolishing recruiting labor outside Canada and declares the Alien Labor Law is not sufficient protection in this respect. The request for limitation of Oriental immigration to one per thousand of the population is reiterated. The congress, in making tariff requests, asks the appointment of a tariff commission,

but it is indicated that labor seeks moderate protection for industry.

In the more immediate labor field, amendments are suggested to the Industrial Disputes Act to make it applicable to all industries and to annul the clauses restraining action pending the decisions of the boards.

Dealing with collective bargaining and the democratic development of public services, the congress requests "that the declared intention of granting representation to the workers on the board of management of the Canadian National Railways and the express companies be carried out."

That the establishment of national and departmental councils after the Whitley plan in the Civil Service would "eliminate the waste of any expense caused by the hiring of so-called efficiency experts," is another labor suggestion.

Labor is asking for amendments to the Criminal Code and especially the repeal of the sections dealing with sedition, seditious intention, seditious libel and conspiracy, on the ground that other sections of the code provide adequate protection. The right to "picket" is also demanded and a further amendment provides for the punishment of persons hoarding foodstuffs unfit for consumption.

An act is asked clearly to define

the fair wage resolutions of 1900 and 1907 and to extend the same to cover the manufacture of supplies and equipment for the Government, or any of its commissions or services. This, the congress says, "is requested in view of the constantly recurring evasions of the present fair wage provisions."

Repeal of the clause of the Franchise Act prohibiting contributions from trades unions to election campaign funds is demanded, as is the making of federal election day a public holiday. Election under proportional representation is supported.

Other items in the labor programme include legislation to encourage co-operative wholesale societies, public ownership of unappropriated coal and oil fields, amendments to Copyright Act, Shipping Act, registration of union labels, protests against increased military and naval costs, and pay for rural mail carriers on a mileage basis instead of the present contract system.

### EXPLAINED.

"What's yours?"

"Coffee and rolls, my girl."

One of those iron-heavy, quarter-inch, thick mugs of coffee was pushed over the counter. The fastidious person seemed dazed. He looked under the mug and over it.

"But where is the saucer?" he inquired.

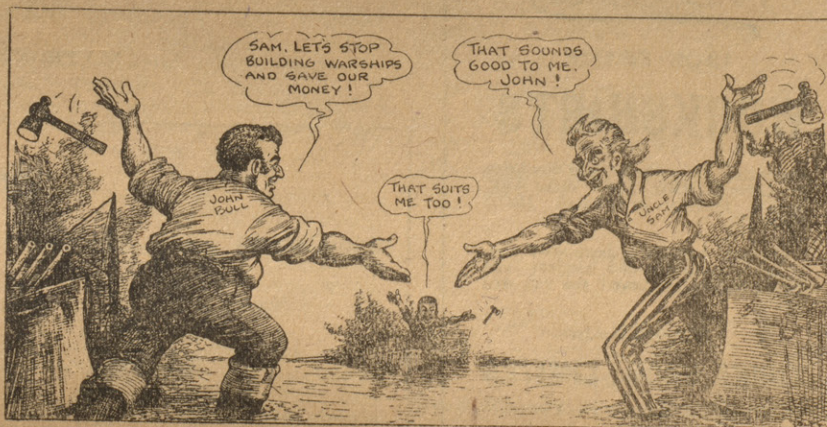
"We don't give no saucers here. If we did some lowbrow'd come pilin' in an' drink out of his saucer an' we'd lose a lot of our swellest trade."

"Ma, did you ever hear a rabbit bark?"

"Rabbits don't bark, dear."

"That's funny! My story-book says that rabbits eat cabbage and bark."

"Who was it said that it takes two to make a quarrel?" asked Mrs. Gabb. "I don't know," growled Mr. Gabb. "But I'll bet a million dollars he wasn't a married man."



DOWN TOOLS FOR A NAVAL HOLIDAY.

—Grain Growers' Guide, Winnipeg.



# The Strike in Nova Scotia

*A Statement by Officers of Railroad Organizations*

The strike of the engineers, firemen, conductors and brakemen employed by The Dominion Iron & Steel Company and the Nova Scotia Steel & Coal Company continues at this writing.

The story of the strike was explained in detail in the issue of January 22nd, but in order to emphasize the arbitrary action of the two corporations and the comparatively low wage paid to the employees affected, it is believed a further review will be interesting and timely.

The employees of the companies affected endeavored to secure a wage rate that would be equal to, or closer to, the going rate paid for like service by the railways than was being paid by the companies approached. The representatives of the employees proposed that a Board of Investigation be appointed, composed of the six railway officials representing the Canadian railroads on Canadian Railway Board of Adjustment No. 1, and agreed to abide by whatever decision might be rendered by that Board, but the Nova Scotia Steel & Coal Company, with which negotiations were being directly conducted, refused to have anything to do with the proposition. When all of the efforts of the employees to bring about an adjustment of their differences failed, application was made to the Department of Labor under date of November 1st, 1920, for a Board of Conciliation and Investigation under the provisions of the Industrial Disputes Investigation Act, 1907, and under date of November 10, 1920, the employees were advised by the Registrar that the property in question did not come under the provisions of the Act, although it has been declared to be a railway by the Attorney General's Department of the Provincial Government, of Nova Scotia.

The final effort on the part of the men and its failure to secure an investigation and possible adjustment of their demands left them without further recourse, except to leave the service of the Company. It was quite apparent that if negotiations could not be concluded with The Nova Scotia Steel & Coal Company, recognized as a railway, it would be futile to attempt to do anything of the kind with The Dominion Iron & Steel Company. Therefore, in the firm belief that there was every justification for their decision, the employees of these companies decided that a strike be declared against both of them on November 22, 1920, which strike is still in effect.

The Sydney & Louisburg Railway and the Cumberland Railway & Coal Company are owned and controlled by The Dominion Iron & Steel Company. November 29, 1920, the yard and road employees of the Sydney & Louisburg Railway were conceded standard wage rates. December 7, 1920, the same classes of employees on the Cumberland Railway & Coal Company were allowed standard rates of pay. Bear in mind that the engineers, firemen, conductors and yardmen of The Dominion Iron & Steel Company, the Sydney & Louisburg Railway, and the Cumberland Railway & Coal Company are all working for the same corporation, namely: The Dominion Coal Company. Railroad employees of The Dominion Iron & Steel Company perform exactly the same classes of switching service as other railroad men handling cars in yards perform, while the work is more hazardous because of the dangerous conditions incident to inside work in steel industries, and because of inadequate and unsafe equipment.

The rates of pay will not bear comparison. Standard hourly rates in yard services are: Engineers 88c., firemen 70c., conductors 88c., brakemen 81c., with time and one-half for overtime after eight hours. The hourly rates paid by the Dominion Iron & Steel Company for yard service are: Engineers 64c., firemen 50c., conductors 60c., brakemen 50c., without extra compensation for overtime. The rates paid by the Nova Scotia Steel & Coal Company in yard service are: Engineers 57c., firemen 44c., conductors 50c., brakemen 44c., with no extra allowances for overtime. The employees of the two steel corporations were on a 12 hour day basis. Taking, by comparison, the standard hourly rates with time and one-half for overtime, and the rates paid by the steel corporations without time and one-half after eight hours, it will be seen that the wage rates paid by the two corporations involved approximate 50 per cent of the standard rates paid on Canadian railways.

Reference to the earnings of these two corporations will show that they were enormously increased during the period of the war. They also will show that during that period dividend allowances on common and in some instances on preferred stock, were increased, and that they have not decreased since that time.

Wages in every other class of service in Canada were considerably increased, and in addition to wage increases there was a general decrease in the hours of service to the effect that a

uniform eight hour day became generally operative with time and one-half for all time worked in excess of eight hours. The men in railway service on the properties of the two steel corporations involved made request for increased rates of pay and the shorter work day, but they were denied, and believing that they were wholly justified in attempting to force the issue, they decided that rather than to continue to work under such disadvantageous conditions they would leave the service of their employers and take their chances of forcing the demanded and justifiable increase in wages and reduction in the number of hours, before which overtime rates should become effective.

These employees, as has been stated, were required to work on a 12 hour day basis. Standard railway conditions require men to work eight hours a day with pay at time and one-half rates for all time worked in excess of eight hours. It is herein shown that the hourly rates paid the steel corporation employees were far below standard, and without time and one-half for overtime their wages were approximately 50 per cent of the standard rates, which is an injustice that should appeal to every citizen of Canada.

The steel corporations set up the claim that the men were not railway employees and in consequence were not entitled to the same consideration as railway employees. Other steel companies in Canada, the largest of which is the Algoma Steel Corporation, paid the standard going rate for railway employees until after the strike of the steel corporations in Nova Scotia prompted them to ask a reduction in wages following an agreement made November 1st, 1920, in which the Algoma Steel Company agreed to maintain standard rates and service conditions for one year.

This is one of the lamentable after-effects of the arbitrary refusal of the Nova Scotia steel companies to deal justly with their employees.

At the beginning of the strike the steel companies protested vigorously through the press that the men had not treated them fairly, that they did not give them sufficient opportunity to get ready for the strike. The steel companies did not expect their men would leave the service. They depended upon the rather isolated location of their plants, and the fact that the majority of the men interested were married and had their homes at Sydney and Sydney Mines, and that it would be almost impossible for them to go elsewhere in search of other employment.

To state the case plainly will be to say that they believed they had the advantage and they forced the strike. The men were fully justified in leaving the service at a time that would place them in a position of advantage if it were possible to do so.

A review of the earnings of The Dominion Iron & Steel Company will show that during the period of the war its earnings were greater by almost double than they had ever been before, and that in 1920, covering a period of world-wide business depression, their net earnings still amounted to five and one-half millions. The dividends on preferred stocks were not decreased, while the dividends on common stock for 1920 exceed by \$700,000 the amount paid in dividends on common stock in 1919, although the net operating profits were \$3,000,000 less in 1920. In 1917 the Company paid a deferred preferred dividend of \$350,000.

This should convince readers that while The Dominion Steel Corporation is wholly determined in paying a ruinous wage rate, it is equally determined to maintain better than the going rate of its dividends both common and preferred.

The Nova Scotia Steel & Coal Company shows pretty much the same situation, although its report for 1920 has not as yet been published. It shows, however, that in 1917 and 1918 the operating profits were, for 1917, \$3,069,449, in 1918 they were \$3,535,525, while in 1919, when the beginning of the business depression was being felt, the operating profits were \$2,193,305. The same report shows that the net profits for 1917 were \$1,340,478, for 1918 \$1,716,492, and for 1919 \$1,029,877. The dividends paid in 1919 exceed by \$10,000 the total amounts paid in 1917 and 1918. The dividend on common stock in 1917 was \$562,500, which does not include a stock dividend paid November 30, 1917, of \$2,500,000, which is reflected in the common dividend paid in 1918 and 1919 amounting to \$750,000, almost \$200,000 on which dividend has been paid on what amounts to watered stock created in 1917. How much of these returns are on actual investment and how much on water we cannot say.

This showing of the financial position and transactions of these two corporations, coupled with the fact that up until some three years ago engineers, firemen, conductors and trainmen employed by The Dominion Iron & Steel Company and by The Nova Scotia Steel & Coal Company were paid wage rates almost exactly the same as those paid to similar employees on the Sydney & Louisburg Railway and on the Cumberland Coal & Railway Company, should be positive proof of the unfairness of both the corporations involved toward the employees who are on strike.

Let it be borne in mind that the men suffered their disadvantages and inconveniences for very many years, that there was no disposition on the part of the companies to adjust the many injustices that had been practiced against the men, that there was a most determined opposition against giving the men the eight hour day, the standard wage rate and service conditions that were in operation on the Canadian railways, to all of which the men felt they were entitled and in proof of that belief, after all efforts for adjustment had failed, they left the service of their employers.

If ever there was a strike in the Dominion for which there was provocation and justification, this strike of employees of the Nova Scotia steel corporations is the one. These statements are truthfully made without any disposition to misrepresent the reasons for leaving the service, or for unfairly influencing public opinion. Every statement can be substantiated by proof. These questions are placed before the Canadian public fairly and squarely so that there may be no misunderstanding of the attitude of and the purposes of the employees that led them to leave the service of The Dominion Iron & Steel Company and The Nova Scotia Steel & Coal Company, November 22, 1920.

(Signed) JAMES MURDOCK,  
Vice-President,  
Brotherhood of Railroad Trainmen.

(Signed) GEO. K. WARK,  
Vice-President,  
Brotherhood of Locomotive Firemen  
& Enginemen.  
Also representing The Brotherhood  
of Locomotive Engineers.



# Human Conservation, A National Necessity

(Dr. Franklin C. Wells, Medical Director, Equitable Life Assurance Society of the United States; speaking before the Ninth Annual Congress of the National Safety Congress.)

OFF Land's End, England, there is an old house with two signs upon it, or rather one sign with two sides. On one side you read, "This is the first house in England." You go around to the other side, and you read, "This is the last house in England." It all depends upon your angle of vision and where you stand as you read that sign what that sign means to you. It all depends upon the way you look at a subject what that subject means to you. There is a great audience here that represents a great deal. Thank God, from whatever places we have come and how we may look at the business of life through different glasses or different views or angles of vision, we are one in the fact that human life must be saved and conserved where life is lost by accident or by disease.

You employers of labor take a man and you don't ask what he is, you don't look underneath the outside covering and go to the inside machinery to ask the condition of the machinery there. You say, "What can you do?" You watch his production. If a man can produce, you don't ask what is on the inside.

I have been selecting men for some thirty years, and I have learned this: That you can't tell the inside of a man by looking at the outside. You can't tell the condition of the inside machinery by simply looking at the outside of the man. If you want to know the value of a watch, take off the cover, examine the wheels and cogs and springs inside, find their condition. We are all composed of machinery on the inside—wheels and cogs and springs. We each have a pump, we have filters, we have a great laboratory, we have a great pair of bellows, we have a telegraph system on the inside of this wonderful machinery. What is the condition of that machinery to-day?

In your own case, do you gentlemen as captains of industry and employers of labor know the condition of the machinery of your men working for you in your plants to-day? If you don't I want to tell you that you are losing millions of dollars from non-efficiency and non-production by men who have disease creeping over them insidiously. They do not know it themselves, but it is seen in their production, it is seen in their lives, and you do not know it until the man drops. There is a cause, and you must go back and have that inside machinery watched and examined if you would maintain production, if you would maintain a large proportion physically effective.

Japan realizes this great danger, for with a population of about 70,000,000 she has some 16,000 school

physicians to keep her boys and girls in school in good order. America, with a population of 110,000,000, has about 1,500 school physicians to look after the boys and girls in this land.

Back of the schoolhouse we find the home, and back of the home we find the mother and the baby, and there is the very centre of American manhood because the home is where the physical efficiency of men is made. Watch that inside machinery just as you would watch the motor power of your automobile or the motor that runs the elevator of your building.

We take the man who applies for insurance and examine the machinery to see if that man is going to live probably his allotted life. And then we find out one other thing, we ask one other question: "How is the man that has this machinery using it from day to day?" because we die daily. There is no such thing as sudden death; causes go back over the years insidiously creeping on until the man drops. We say it is a sudden death, but it comes down through the years.

America is honey-combed to-day with insidious diseases, diseases that are sapping the kidney, the heart, and degenerative diseases that ruin the health. Our business men to-day at forty years of age are dying twenty-five per cent. faster than they died fifteen and twenty years ago. I can understand how this machine might wear out when a man is three score and ten or eighty years of age. We expect the machine to wear out then, but one thing we can't understand from our standpoint in life is this: Why is old age to-day putting its bony and clammy hand on the man of forty throughout this land and saying to him, "Be old at forty years of age with degenerative diseases of the heart and the kidneys and the nervous system." Forty years of age!

This is one cause for the large number of accidents you are having in your factories. Your men have disease. They do not know it but it unsteadies the hand and the head and the heart and the eye. I don't wonder that there are so many accidents in the factories, because we do not watch the inside machinery as we should.

Watch the human machine, watch it by a physical examination, watch it by a regular physical inspection, not to fire the man out of his job but to adapt the man to the job that the man can fill. Watch the men in your employ and give them a fair chance.

If I told you that thirty-three per cent. of our young men in this land five years ago were so defective that they couldn't meet the standard of Uncle Sam, you wouldn't believe me; yet we find that to be a fact. All the armaments in the world or all the steel never could

keep one enemy from our shores if the man behind the gun is a physical degenerate.

A year and a half ago an invader came to this land. We thought little of his coming. We had been warned, but we made little preparation for his coming, and it took 500,000 who made graves in America to awaken America to the fact that we must prepare to meet this invader. Influenza had been here before. Influenza had been elsewhere, and yet we waited until influenza came to lock the barn door and then we issued warnings preparing people how to meet influenza. An invader! And it is coming again and we are going to see the effects of influenza. Get ready for it.

Suppose the people of this land were divided into families of seventy-one each. And suppose I would tell you that every year from every one of those homes in this land one person would die; two people in every one of those families would be confined to the bed all the time; thirty would be sick with adenoids, with heart disease and degenerative diseases, with insanity and indigestion and impaired hearing, malaria, tuberculosis, typhoid fever and hookworm; twenty-five would be in what we call fair health—they would be the ones that would be walking around and saying, "Thank you, I'm not enjoying very good health." They would be the ones who would have excesses of all kinds, coffee and tea, overeating and undereating, lack of sleep. And only on thirteen out of seventy-one in each home could you put your hand and say they are in robust health.

Go to the school house, and there Uncle Sam tells us that seventy-five per cent. of the 26,000,000 boys and

girls in this land to-day have physical impairments that are interfering with their normal development. That is a mighty important question because what America will be to-morrow depends upon the boy and girl of to-day. You and I won't be here then. Your boy will be here and your girl will be here, and we find we have been so interested in our haste and speed mania for making money that we forgot to make manhood.

Three hundred thousand little babies die the first year of life, most of them under two months of age. Twenty thousand new mothers die every year from diseases that are easily preventable in this land. One hundred and fifty thousand of those little babies are two months of age and under—two months old and under! Dying because the new mothers do not know how to take care of them.

When the Titanic went down the world stood aghast and said, "Oh, what wonderful bravery!" as men lined up on the deck and said, "Women and children first to the boats of safety," and they let them go. Women and children first on the sea but women and children last on land when it comes to the storms of malnutrition and of disease that beat upon the home and take the baby and the new mother.

It has well been asked in this land, "Suppose men who are making automobiles should get together and fabricate a twelve-cylinder engine that cost \$5,000 and put it on the market and at the end of two months that machine had to be sent to the scrap heap, how long would that concern do business?" Babies come into our land; at the end of two months and often before they are carried out, and there is very little interest manifested in that question unless it happens to come into our home. Herod slaughtering the infants doesn't seem to be in it with some of our social conditions and our infant morality.

This is a significant thing: The higher the percentage in this land of new mothers who are obliged to go out and work for their daily bread and to support their babies, the higher does the percentage of disease and morality rise, showing that what society is taking out of motherhood in the production of money she is paying for in the impoverishment of manhood and youth.

If the test of a city is the chance of a child, the test also of a civilization is the care and attention it gives to the homes of its land, demanding that its mothers and babies be not sacrificed in pest-holes of malnutrition, in social conditions that are sapping our very life.

We hear a great deal about the high cost of living. We hear very little about some of the causes that are producing the high cost of living. We hear a great deal about advising our people to make two blades of grass grow where only one grew before. We hear very little about advising some of our people about some of the causes underlying this that are tremendous



Member of the Russian Women's "Battalion of Death," Now a New York Chorus Girl; Miss Agnes Rostokovska,

Who won the decoration of St. Ann for patriotic zeal, and the Cross of St. George for valor under fire, now a member of the cast of "Good Times," at the Hippodrome.

She was captured by the Germans and spent eight months in the prison near Berlin.



causes of this high cost of living. Crime and insanity are two tremendous causes. We hear very little about the fact that one dollar of prevention will save ten dollars in toll for crime and disease later on. We are paying in this land about \$600,000,000 a year for crime, \$200,000,000 a year for insanity—a tax on every man and woman and child in this country of about \$9.00 for these things, to say nothing of our bad housing, bad sanitation, labor turn-over, tuberculosis and typhoid fever.

When I came here to-day I was handed a little pamphlet and as I read it I thought what an indictment it was against America that America should allow such a thing. Last year there were 225 lives lost every day through accidental means, 82,000 in one year. Of this number, 22,000 occurred in the industries, 60,000 may be termed public accidents on streets and in homes, and over twenty-five per cent. of these were children under ten years of age, and over four-fifths of all accidents, your own pamphlet tells us, are of a preventable nature. What an indictment against American civilization that we allow such a thing as that to-day! What an indictment when one dollar of prevention will save this country millions of dollars in the end in crime, disease, crippled men, loss of life and loss of limb!

A large percentage of your accidents are caused by defect of the human machine. Watch the human machine and if you have never in your factories or in your establishments gone back down underneath to the cause, do it now and look to the condition of the machinery and have it thoroughly inspected; have every man in your employ inspected regularly. Get that man's confidence so that he will be glad to have it done. Do it as Marcus Dow has said, because it is a service and service lies at the foundation of our structure everywhere.

#### SAYS SCHOOL CLOSURE DURING EPIDEMICS IS FALLACY.

Editor, Canadian Railroader:

The closing of schools in the presence of contagious diseases is not only inconvenient and costly, but is also ineffective as a means of checking an outbreak of the epidemic. Experience has many times over substantiated this point. Yet throughout the width and length of Canada this antiquated and useless practice is still being followed. Even in smallpox outbreaks have schools being closed. What logical argument can be advanced in support of this policy? Exclusion of the pupils who have the disease and vaccination of the others will stop a smallpox outbreak almost immediately and school work can continue without interference or closure.

The situation with regard to diphtheria is similar. Laboratory tests can quickly be applied to every pupil to determine whether he is infected; if he is, he should be excluded from school and the other pupils should be kept under close observation to

detect the earliest signs of the disease. Scarlet fever, measles and whooping cough also demand exclusion of pupils showing suspicious symptoms and a continuous observation of the others.

The only argument that has been advanced in favor of dismissal of schools in an epidemic is that the congregating of children in the class room tends to promote the spread of disease. This might be a sound and convincing argument if, when schools were closed, every child went home and remained in strict seclusion, under observation by a physician, until the danger should have passed. In practice, we know, children continue to mingle when schools are closed and are seldom under medical supervision until unmistakable signs of disease have developed. With schools open, every pupil who is a source of danger can be isolated at the earliest possible moment, and other pupils can be better protected than if they were outside the school. Keep schools open and under medical supervision, and disease can be checked more readily than by closing the school-house.

W. A. L. STYLES, M.D.,  
Child Welfare Association.

#### LABOR INTERNATIONALLY.

"International Relations of Labor," by David Hunter Miller, legal adviser of the American Commission to negotiate peace. Price \$1.50. Lectures delivered before the Summer School of Theology of Harvard University, June, 1920. Published by Alfred A. Knopf, New York.

The author of "International Relations of Labor" begins with the Congress at Aix-la-Chapelle, 1818, and traces the development of international relations of labor up to the present day. The great step forward was taken at Versailles when the labor clauses were inserted in the Peace Treaty. These clauses provide for an annual international conference composed of four representatives from each State, two of whom directly represent the government, one the employers and one the employed.

Mr. Miller calls this an International Labor Parliament and although it has no power to impose legislation on any State, he predicts an enormous scope of influence for this "semi-legislative, semi-debating tribunal." Its effect will be to bring about unanimity of thought in the different countries, which will ultimately result in concerted action in behalf of labor by the Governments of these countries.

This will not mean a labor autocracy. "The international labor movement instead of being made into a movement of class, of caste, a movement involving necessarily the idea of different and hostile groups, has become one along the broadest humanitarian lines; a movement looking rather to the progress of humanity than to the advantage of group; a movement looking toward the education of children, the promotion of morality

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and safety of women and young persons; a movement indeed which has already accomplished the first international recognition of the rights of motherhood which the world has ever seen."

The significance of the movement has not yet been realized and the rapidity of its development makes it impossible to correctly estimate the place it will have in shaping the destiny of men. "The war and the peace have brought about a more revolutionary change in those relations than all the previous history of the world taken together. The governments, employers and employed of the world are bound together in a new organization, uniting their efforts in a common purpose, under conditions of publicity and influence whose importance it is difficult to exaggerate. To accomplish this, precedent has been ignored and former practice set aside."

Since labor had such a large share in the winning of the war, it rightly deserved a place in the reconstruction which followed, and when the conventions of this organization are accepted by members of the League of Nations we will have demonstrated the "Creation of a World Parliament, a legislature which leaves unimpaired the sovereignty of the States which participate in its formation, and which will prove a greater power for world peace and national justice than any previous human effort."

R. W. Armstrong.

#### CHURCH STANDS ALONE WITH LABOR.

"The so-called 'open' shop is supported by the bench, the bar, politicians and practically all of the daily newspapers, but it is significant that the greatest moral force in the United States stands with labor on this question," writes Frank Morrison, secretary of the A. F. of L., to a Philadelphia newspaper.

"The theory of big business is rejected by the church," says the trade unionist. "The representatives of the church, regardless of creed, denounce the so-called 'open' shop and declare it is an attempt to crush organized labor. The commission on church and social service of the Council of Churches of Christ in America, representing 31 Protestant denominations with a membership of 18,620,186 in 142,000 churches, has taken this position, and the National Catholic Welfare Council, composed of representative bishops of that church, declare that the 'open' shop is a mask for non-unionism and is not only a menace to wage earners, but threatens the whole structure of industrial peace."

"These church men have probed the 'open' shop. They have treated this subject from the standpoint of principle rather than terms. They find that the 'open' shop is non-union, both in practice and intent."

"The keystone of trade unionism is collective bargaining through representatives of the workers choosing. The 'open' shopper demands that each individual worker treat with employers."

"Stripped of its pretence, the 'open' shop is anti-union because it denies workers the very thing that forces them to unite. The fact that trade unionism exists is proof that individual bargaining has failed. Workers join trade unions because economic necessity forces them to unite. When they fail as individuals to secure justice, they unite with their fellows. Our opponents refuse to recognize this fact."

"The 'open' shop agitation will run its course. Organized workers are too well acquainted with history, with anti-conspiracy laws and other attempts to stop organization, to be discouraged at this late day with antagonism that is based on such self-evident deceit."

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## SIDE LINES

(By Kennedy Crone).

SOME of the movie men are sore on little me. It seems I dropped a grouch against the movies an issue or two ago that started quite a breeze, with disturbing effect in New York publicity factories and Californian picture foundries, and a whirl back to the local field. It appears that all sorts of things are to be done to the impossible creature who writes these lines. This is very interesting. My experience is that most movie gladiators have about as much gladiation as milady's poodle. They do a lot of barking and growling, but when the bluff doesn't fizz, they retire into yonder pasture and ungladiate themselves. So, while it is all very interesting, I would insist that I got past the bogeyman stage long, long ago.

One of the gladiators assures me that I am a disappointed scenario writer. 'Tis an antique dodge to try to show that the groucher is a grudger. It is a tricky shot in a way, because many folks fancy that they can write scenarios, and most scenario writers get their scenarios back if they enclose return postage. It worketh not in this case. I have never written a scenario, but I have been asked to write a scenario and declined. Well, well, what queer turns things do take, as the washerwoman said when she fell over the window.

Moreover, I know the movie merit as well as the movie muck, and I know that the better types of movie makers, sellers and exhibitors grouch with me.

### Putting It Over.

"M R. CRONE, Mr. Kennedy Crone, I presume" said the long, solemn person with the bookish air.

"It is he," said I.

"Allow me to shake hands with you, sir," proceeded the long, solemn person, shaking hands, and holding on, and looking at me with that penetrating gaze that inspires me, rather a mild person on most occasions, with a desire to break a bottle of ink on the penetrator's head. "You have a most euphonious name, sir."

"I have a most jazzical lot of work to do," said I, as calmly as possible, and recovering my hand: "what's your business?"

"Sir," said he, "I have a letter of introduction to you." He produced a bundle of documents from somewhere, at the same time wandering a sly eye around to find a chair convenient enough to sit down in without being asked. He could not find one, my practice being to keep a clear front to the desk so that I can regulate the chair business on my days. I have not been an editor all these years for nothing.

He had difficulty in finding the letter. As he handled the documents he said: "Your fame has travelled

far, sir. You are a modest man, of course, and I doubt if you admit to yourself the value of your own work, which is better and more favorably known in the U-nited States than I am sure you suspect. We keep our eyes open there for genius, sir, wherever it may be, on India's icy mountains or Greenland's coral strand."

"Cut the bunk," said I; "what's the game. I'm busy."

"Too busy, may I ask," quoth he, a little huffily, "to hear that a great American publishing house has specially requested me to call on you during my visit to Montreal?"

"Out with this letter of introduction," I answered. "I'm just itching to see it."

"Ha, you jest, sir! I am much afraid," — disappointedly — "that I have left it at my hotel. However, no matter. Knowing your keen interest in literary matters and your great skill in the art of letters — the labor movement is looking up these days, ha, ha! — I have been requested to make you a goodwill offering of a set of Kipling in ten volumes, half morocco, super —"

"Good morning."

"But, sir, you surely —"

"Good morning."

"I fear you misjudge me. I —"

"Good morning."

"Well, bo" — dropping the manner — "you've sure got a thick skin. I'll say so. But, honest, this Kipling is the real cheese. Just pipe that, will —"

"A distinguished representative of a distinguished American publisher needs a calling card up in this savage country. I'll print a batch for you, C.O.D."

"Gimme air!" said he, and vanished.

"I say, Stalker," he said, "you remember you told me you had hunted tigers in West Africa? Well, Captain Smith tells me there are no tigers there."

"Quite right, quite right," said Stalker, blandly, "I killed them all." — London Opinion.

Bobby's mother took him out to the park the other day, and as they stood watching the birds in their enormous cage the little fellow observed a stork gazing at him. "Oh, look, mother," said Bobby. "The stork is trying to see if he remembers me still."

### WHETTING AN APPETITE.

When the train stopped at a little station in the south a tourist from the north emerged and gazed curiously at a lean animal, rubbing itself against a scrub oak. "What do you call that?" he asked a native.

"Razor-back hawg, suh."

"What's he rubbing himself against a tree for?"

"He's stropping hisself, suh, jes' stropping hisself."

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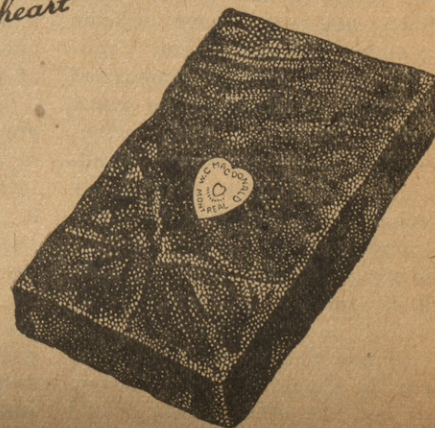
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# Blacklisting the Y. W. C. A

(The Survey, New York).

**B**ECAUSE of the stand of the National Board of the Young Women's Christian Association on questions of social justice, the Pittsburgh branch of the Y. W. C. A. has been attacked by the Employers' Association of Pittsburgh. This is in line with the action of employers' associations in various parts of the country following the adoption of the Social Ideals of the Churches at the Cleveland convention of the national association last April. This programme had been previously adopted by the Federal Council of the Churches of Christ in America, the Y.W.C.A., and other religious bodies. In Pittsburgh the Y.W.C.A. began a campaign for funds on January 10. A letter dated January 8 was sent out by the Employers' Association to its members. This letter, it is reported, was passed around generally among business men who might be expected to contribute to the Y.W.C.A. It is as follows:

The Employers' Association of Pittsburgh, Oliver Bld.  
Jan. 8, 1921.  
To the Members of the Employers' Association of Pittsburgh  
Gentlemen:

In view of the campaign for funds which will be begun to-day by the Young Women's Christian Association, it is felt that your attention should be drawn to the fact that without adequate investigation the above Association has adopted an "Industrial Programme" which is quite in line with some of the recent radical and ill-advised efforts of religious and quasi-religious bodies to "regulate industry"; something they attempt to do in about the same manner that a Bull regulates a China shop.

Some of the things the Young Women's Christian Association believes in and endorses are as follows:

Industrial Democracy.  
Collective Bargaining.  
A Share in SHOP CONTROL AND MANAGEMENT by the workers.

Labor's desire for an equitable share in the profits and MANAGEMENT of industry.

Protection of workers from enforced unemployment.

A minimum wage.  
Government labor exchanges.  
(Employment offices).

Experiments in CO-OPERATIVE OWNERSHIP.

The Y. W. C. A. has done and is doing a good work along some lines, and it is greatly to be regretted that they should have taken this excursion into a field about which they know practically nothing, and thus lend encouragement to what every man conversant with industrial problems knows to be destructive of the very basis of America's progress and civilization.

After the misuse of funds by the recent ill-fated INTER-CHURCH WORLD MOVEMENT, we have felt it to be our duty to advise you of some of the purposes to which your money will be put if you contribute to the Y. W. C. A. if that organization adheres to its present "Industrial Programme" in the formation of which we venture to assume no responsible men with knowledge of industrial matters were consulted.

The Employers' Association of Pittsburgh.

The letter is said to have been signed by William Frew Long, vice-president and general manager of the organization. The Directory of Directors for 1920 gives the following officers of the Employers' Association: president, H. D. Wilson; vice-president, Edward Kneeland; vice-president and general manager, William Frew Long; secretary, E. B. Moreland. The directors include all of the officers except the secretary, and are Theodore Ahrens, Biddle Arthurs, F. N. Beedle, William R. Costin, H. P. Davis, Isaac W. Frank, W. H. Hamilton, Pennock Hart, A. L. Humphrey, C. J. Mesta, J. T. Moltrup, George R. Dorman and W. D. Uptegraff.

The Young Women's Christian Association sought \$200,000. It is reported to have obtained only \$90,000.

## PLENTY IN PROSPECT.

"I shall love to share all your trials and troubles, Jack, darling."

"But, Daphne, dear, I have none."

"No, not now, darling; I mean when we're married!"

Some happy day we shall beat our swords into ploughshares and our jazz bands into unconsciousness. — Baltimore Sun.

Lady (at piano)—They say you love good music.  
Youth—Oh, that doesn't matter.  
Pray go on.



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THIS SPACE RESERVED INDEFINITELY

# The Truth About the Strike of Engineers, Firemen, Conductors and Yardmen, Effective November 22, 1920

On the Dominion Iron & Steel Company's Property and Nova Scotia Steel & Coal Company's Property at Sydney and Sydney Mines, Nova Scotia.

STRIKE BECAME EFFECTIVE NOVEMBER 22, 1920.

NOVEMBER 29, 1920, the same classes of employees on the Sydney and Louisburg Ry. were conceded standard wage rates.

DECEMBER 7, 1920, standard rates of pay were conceded similar classes of employees on the Cumberland Railway and Coal Company.

ENGINEERS, FIREMEN, CONDUCTORS AND YARDMEN on the Dominion Iron and Steel Company, the Sydney & Louisburg Railway and the Cumberland Railway and Coal Company are working for the same Corporation, namely the Dominion Coal Company.

RAILROAD MEN of the Dominion Iron & Steel Company perform exactly the same class of switching service as other railroad men handling cars in yards, but the work is, if anything, more dangerous on account of lack of safety equipment, yet they were required to work twelve hours for which their compensation was approximately fifty per cent of standard compensation for the same number of hours.

THE LABOR DEPARTMENT denied the employees a board of investigation on the Nova Scotia Steel and Coal Company.

LABOR MEN OFFERED to submit dispute to railway officials on Railway Board of Adjustment No. 1, the six labor representatives being willing to withdraw from board.

Every reasonable effort possible was made by the organizations to submit questions in dispute to any proper tribunal for arbitration. All such efforts failed and the companies both declined to consider arbitration. except that the Nova Scotia Steel & Coal Company through President McDougall did offer on December 2nd to submit the questions in dispute to Senator Smeaton White, President of the Montreal Gazette, for determination, such offer, of course, being declined by the representatives of the organizations for reasons that must be generally apparent to laboring men.

The two properties where strike is in effect are part of the proposed British Empire Steel Corporation, in which proposed merger there is said to be \$130,000,000.00 of watered stock or good will, which will, no doubt, be expected to pay standard dividends while railroad men on the properties are expected to work fifty per cent below standard.

Oddly enough, the Algoma Steel Corporation, Ltd., Sault Ste. Marie, Ont., soon followed the lead given by its Nova Scotia friends in the matter of holding down the wages of employees. On November 1st, 1920, the Algoma Steel Corporation had made an agreement to pay standard wages to its engineers, firemen, conductors and brakemen, this agreement to continue in effect until November 1st, 1921. But the Algoma Steel Corporation changed its mind, and has reduced wages per hour as follows:—engineers, 16 cents; firemen, 12 cents; conductors, 15½ cents; brakemen, 14½ cents.

**JAMES MURDOCK,**  
Vice-President,  
Brotherhood of Railroad Trainmen.

**GEO. K. WARK,**  
Vice-President,  
Brotherhood of Locomotive Firemen  
and Engineers; also representing  
The Brotherhood of Locomotive Engineers.

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Advt.